

2005 DRAFTING REQUEST

Bill

Received: **01/10/2005**

Received By: **pgrant**

Wanted: **As time permits**

Identical to LRB:

For: **Administration-Budget**

By/Representing: **Bergum**

This file may be shown to any legislator: **NO**

Drafter: **pgrant**

May Contact:

Addl. Drafters:

Subject: **Education - school boards**
Education - state superintendent

Extra Copies: **MJL**

Submit via email: **NO**

Pre Topic:

DOA:.....Bergum, BB0392 -

Topic:

Grants for differentiated teacher compensation programs

Instructions:

See Attached

Drafting History:

<u>Vers.</u>	<u>Drafted</u>	<u>Reviewed</u>	<u>Typed</u>	<u>Proofed</u>	<u>Submitted</u>	<u>Jacketed</u>	<u>Required</u>
/?	pgrant 01/10/2005	lkunkel 01/12/2005					S&L
/1	pgrant 01/18/2005	lkunkel 01/19/2005	jfrantze 01/12/2005		mbarman 01/12/2005		S&L
/2	pgrant 01/21/2005	lkunkel 01/21/2005	chaugen 01/20/2005		mbarman 01/20/2005		S&L
/3	pgrant 01/28/2005	wjackson 01/28/2005	jfrantze 01/21/2005		lemery 01/21/2005		S&L
/4			jfrantze 01/28/2005		lemery 01/28/2005		

Vers. Drafted Reviewed Typed Proofed Submitted Jacketed Required

FE Sent For:

<END>

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/1	pgrant 01/18/2005	lkunkel 01/19/2005	jfrantze 01/12/2005		mbarman 01/12/2005		S&L
/2	pgrant 01/21/2005	lkunkel 01/21/2005	chaugen 01/20/2005		mbarman 01/20/2005		S&L
/3		14 WJ 1/28	jfrantze 01/21/2005		lemery 01/21/2005		

FE Sent For:

Handwritten signatures and dates:
J 1/28, J 1/28, 1/28

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/?	pgrant 01/10/2005	lkunkel 01/12/2005		_____			S&L
/1	pgrant 01/18/2005	lkunkel 01/19/2005	jfrantze 01/12/2005	_____	mbarman 01/12/2005		S&L
/2			chaugen 01/20/2005	_____	mbarman 01/20/2005		

FE Sent For:

1/31mk 1/21 Jb 1/21 Jb/Ks
<END>

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May Contact:

Addl. Drafters:

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Education - state superintendent

Extra Copies: **MJL**

Submit via email: **NO**

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/?	pgrant 01/10/2005	lkunkel 01/12/2005		_____			S&L
/1			jfrantze 01/12/2005	_____	mbarman 01/12/2005		

FE Sent For:

1/2 mk 1/19 Oh 1-20
OK
PS-70
<END>



State of Wisconsin
2005 - 2006 LEGISLATURE

LRB-1588/1

PG:lmk/jf

DOA:.....Bergum, BB0392 - Grants for differentiated teacher compensation programs

FOR 2005-07 BUDGET -- NOT READY FOR INTRODUCTION

Do Not Gen

1

AN ACT ...; relating to: the budget. ✓

all or part of
base teacher salary
increases on

Analysis by the Legislative Reference Bureau

EDUCATION

PRIMARY AND SECONDARY EDUCATION

This bill directs DPI to award grants of ~~between \$100,000 and \$200,000~~ to ~~between 5 and 10~~ school districts for the design, development, and implementation of a differentiated compensation program for teachers in the 2005-07 fiscal biennium. Such a program must do one or more of the following:

1. ~~Reward teachers for learning more about teaching or about the subjects they teach or for improving or attaining additional teaching skills.~~
2. ~~Provide career advancement opportunities for teachers who assume additional responsibilities.~~ (including mentoring other teachers)
3. ~~Recruit or retain teachers in subject areas in which there are extreme teacher shortages.~~ (to a grade level of)
4. ~~Recruit or retain teachers in schools that are difficult to staff or that are low in pupil performance.~~ (The assignment of a teacher to a school is based on factors)
5. ~~Reward teachers for improvements in the academic achievement of pupils.~~

no more than 20

An increase in a teacher's knowledge
The assumption by a teacher

he or she teaches or an improvement in a teacher's

A →

For further information see the **state and local** fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 SECTION 1. 20.255 (2) (dc) of the statutes is created to read:

2 20.255 (2) (dc) Grants for differentiated compensation programs. The amounts
3 in the schedule for grants to school districts for differentiated compensation
4 programs under s. 115.40.

****NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

5 SECTION 2. 115.40 of the statutes is created to read:

6 **115.40 Grants for differentiated compensation programs.** (1) A school
7 district is eligible for a grant under this section for the design, development, and
8 implementation of a differentiated compensation program that provides additional
9 compensation to certain teachers for one or more of the following purposes:

10 (a) ~~Rewarding teachers for learning more about teaching or about the subjects~~
11 ~~they teach or for improving or attaining additional teaching skills.~~
An increase in a teacher's knowledge
he or she teaches
an improvement in a teacher's

12 (b) ~~Providing career advancement opportunities for teachers who assume~~
13 ~~additional responsibilities.~~
leadership
including mentoring other teachers
to a grade level or

14 (c) ~~Recruiting or retaining teachers in subject areas in which there are extreme~~
15 ~~teacher shortages.~~

16 (d) ~~Recruiting or retaining teachers in schools that are difficult to staff or that~~
17 ~~are low in pupil performance.~~
The assignment of a
to a

18 ~~(e) Rewarding teachers for improvements in the academic achievement of~~
19 ~~pupils.~~

As a biennial appropriation,

base all or part of teacher salary increases on one or more of the following factors.

The assumption by a

to a grade level or

The assignment of a

to a

during the 2005-07
fiscal biennium

(3) (2) From the appropriation under s. 20.255 (2) (dc), the department shall award two-year, nonrenewable grants under this section to at least ~~5~~^{no} and not more than ~~10~~²⁰ school districts. The amount of a grant shall be at least \$100,000 and no more than \$200,000. ^{no more than} (3-4)

(4) (3) The department shall promulgate rules to implement and administer this section. ^{do all of the following:} (3-5) B

SECTION 9137. Nonstatutory provisions; public instruction.

(1) DIFFERENTIATED COMPENSATION PROGRAMS.

(a) The department of public instruction shall promulgate emergency rules under section 227.24 of the statutes to implement section 115.40 of the statutes, as created by this act. Notwithstanding section 227.24 (1) (c) and (2) of the statutes, the emergency rules promulgated under this paragraph remain in effect until July 1, 2006, or the date on which the permanent rules take effect, whichever occurs first. Notwithstanding section 227.24 (1) (a) and (3) of the statutes, the department is not required to provide evidence that promulgating a rule under this paragraph as an emergency rule is necessary for the preservation of public peace, health, safety, or welfare and is not required to provide a finding of emergency for the rule.

(b) The department of public instruction may not accept an application from a school board for a grant in the 2005-07 fiscal biennium under section 115.40 of the statutes, as created by this act, that is received by the department after December 15, 2005.

(c) The department of public instruction shall award grants for the 2005-07 fiscal biennium under section 115.40 of the statutes, as created by this act, by January 31, 2006.

(END)

(A)

¶ The bill requires both the school board and certified representative of the collective bargaining unit representing teachers in the school district to approve the grant

application. The bill directs DEI to establish a competitive process for awarding grants, to give preference preference in awarding grants to school districts

in which both the community and businesses in the community support the grant, and to make reasonable efforts in awarding grants to reflect the diversity of school districts on various factors.

end of (A)

3-41

~~Stephena~~

NOT

Both the school board and the

unit representing

unit representing teachers in the school district

shall approve the application for a

grant.

certified representative
of a

collective bargaining
collective bargaining

for a

for a

3-5A

99

(3) Within 90 days of the end of the ^{grant} ~~period~~, each school board receiving a grant under this section ~~15.45~~ of the statutes, as created by this act, shall submit ~~a report~~ to the department ~~of public~~ a report that summarizes the activities funded by the grant.

3-5 B

9

under this section

(a) Award grants in a ^{competitive} competitive process

based on criteria designed by the department.

(b) ~~Give preference~~ ^{awarding} In awarding grants, ~~to~~ give preference to school districts that demonstrate community ~~and~~ the support of the community and businesses in the community.

(c) In awarding grants, make all reasonable efforts to reflect the ^{diversity} diversity of school districts in size of enrollment, ~~density of enrollment~~, ethnicity, ^{location,} location, ~~and~~ family income, and density of population.

(d) Promulgate

2005-07 Budget Bill Statutory Language Drafting Request

- Topic: Department of Public Instruction – Differentiated Teacher Compensation Pilot Grants
- Tracking Code: BB0435
- SBO team: Education, Workforce and Local Government Team
- SBO analyst: Bob Hanle
 - Phone: 266-1037
 - Email: bob.hanle@doa.state.wi.us
- Agency acronym: DPI
- Agency number: 255

Statutory Language Request

Title- Differentiated teacher compensation—pilot districts

plan 15
no more

1. Create a competitive grant program for at least ~~10~~ school districts to develop a differentiated teacher compensation program for licensed teachers.
2. A differentiated teacher compensation program is one that bases all or part of annual teacher salary increases on factors other than length of service and number of additional college credits earned.
3. The factors used must include at least one of the following:
 - a) An increase in the teacher's knowledge, skills and teaching techniques in areas that have been demonstrated by research to enhance student achievement, as identified by the state superintendent.
 - b) The assumption by a teacher of additional responsibilities in the areas of mentoring other teachers or other leadership responsibilities, as defined by the State Superintendent.
 - c) The assignment of a teacher to teach in a grade level or subject area that has been defined by the state superintendent as having a shortage of qualified teachers.
 - d) The assignment of a teacher to a school that has been determined by the state superintendent to be difficult to staff or low-performing.
4. Provide \$1 million in a biennial appropriation, beginning in FY 2005-06.
5. Sunset the program on June 30, 2007.
6. Limit the grants to no more than \$100,000.
7. DPI shall award no more than 15 grants.
8. Grants will be awarded in a competitive process and based on criteria designed by the state superintendent.
9. To be eligible, grant applications must have the approval of the local school board and collective bargaining unit representing teachers. Preference shall also be given to grants that demonstrate community and business support.
10. In awarding grants, the state superintendent shall make all reasonable efforts to reflect the diversity of the state's school districts in size of enrollment, density of enrollment, ethnic diversity, district location and family income.

*sparsely populated
s.d.'s*

11. The state superintendent shall promulgate rules defining the application and selection processes by October 15.
12. School district grant proposals will be due to the department by December 15
13. School district shall be notified of award decisions by January 31, 2006.
14. Grants can be used to pay expenses related to the design and development of a local differentiated teacher compensation model.

Grant, Peter

From: Hanle, Bob
Sent: Tuesday, January 18, 2005 2:33 PM
To: Grant, Peter
Subject: FW: revised teacher compensation request

It must be getting to the end of the process, since I am now sending e-mails to myself. The e-mail below was meant for you.

-----Original Message-----

From: Hanle, Bob
Sent: Tuesday, January 18, 2005 2:31 PM
To: Hanle, Bob
Subject: RE: revised teacher compensation request

The Governor's Office wants to change the maximum # of grants to 20 and require school districts receiving grants to submit a final report, which summarizes grant activities, to DPI within 90 days of the end of the grant period (on or about September 30, 2007).

They also want to change the funding to \$600,000 in year 1 and \$1.2 million in year 2 (so an annual appn that sunsets on 6/30/07), but I am going to try to talk them out of it. I like a biennial appropriation.

-----Original Message-----

From: Hanle, Bob
Sent: Monday, January 17, 2005 5:48 PM
To: Grant, Peter
Subject: RE: revised teacher compensation request

The cover sheet should say DPI not DOA for agency acronym.

-----Original Message-----

From: Hanle, Bob
Sent: Monday, January 17, 2005 5:47 PM
To: Grant, Peter
Subject: revised teacher compensation request

Here's a revised request to the one I sent you a week or so ago. I have not noticed receiving a draft back, so I assume you have not finished, or perhaps even started it. However, being well behind in reviewing language drafts, I may have missed it. I am also sending the request through the usual channels. I apologize in advance for any breaches of protocol. Thanks.

<< File: Statlang Differentiated teacher compensation.doc >>

2005 DRAFTING REQUEST

Bill

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Wanted: **As time permits**

Identical to LRB:

For: **Administration-Budget**

By/Representing: **Bergum**

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May Contact:

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Education - state superintendent

Extra Copies: **MJL**

Submit via email: **NO**

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DOA:.....Bergum, BB0392 -

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Grants for differentiated teacher compensation programs ✓

Instructions:

See Attached

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/?	pgrant	1/1mk 1/11	8/12	<u>to ph</u> <u>1/12</u>			

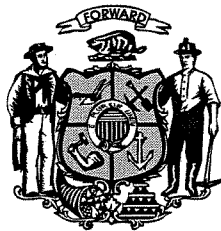
FE Sent For:

<END>

2005-07

2003-05 Budget Bill Statutory Language Drafting Request

- Topic: Differentiated Teacher Compensation – Pilot Districts
- Tracking Code: (Assigned by Government Operations Team) BB0392
- SBO team: Education, Workforce, and Local Government
- SBO analyst: Alison Bergum
 - Phone: 266-7597
 - Email: alison.bergum@doa.state.wi.us
- Agency acronym: DPI
- Agency number: 255



Date: January 10, 2005
To: Peter Grant
From: Alison Bergum
Subject: Differentiated Teacher Compensation – Pilot Districts

Please draft the following statutory language changes regarding public broadcasting in Wisconsin:

Differentiated teacher compensation—pilot districts

A school district may develop differentiated compensation programs that provide additional compensation to teachers above the single salary schedule within one or more of its schools. Additional compensation must be provided to meet one of the following goals:

- Reward teachers for increasing their knowledge, skills, or dispositions, including but not limited to those defined by Chapter PI 34 (Wisconsin Administrative Code);
- Provide career advancement opportunities for teachers who willingly take on greater responsibilities (such as leadership or mentor roles) within their school or district;
- Recruit or retain teachers in subject licensure areas with extreme shortages, as defined by the State Superintendent;
- Recruit or retain teachers in hard-to-staff or low-performing schools, as defined by the State Superintendent;
- Establish a school-based incentive program that rewards teachers for improvements in student achievement and/or other indicators of student success, as defined by the State Superintendent.

Create a new appropriation of \$1.2 million GPR beginning in FY06 to fund from 5 to 10 school districts for a two-year period (grants may not be renewed) to design, develop and pilot a differentiated compensation model for teachers. Districts will be selected through a competitive process to be designed by the Department of Public Instruction. The recipients will be selected by the State Superintendent.

- The Department of Public Instruction will promulgate rules defining the application and selection process by October 1, 2006.
- Applications from school districts must be received on or before December 1, 2006.
- District grants will be awarded on or before January 1, 2006.

Grants will be no less than \$100,000 and no greater than \$200,000. Grant monies can be used to pay expenses related to the design and development of a local compensation model and to fund additional compensation paid out to teachers under the model.

2005

Date (time)
needed _____

LRB- 1588 / 1

DOA BUDGET DRAFT

PG : Lmk:

Use the appropriate components and routines developed for bills.

>>FOR 2005-07 BUDGET — NOT READY FOR INTRODUCTION<<

AN ACT . . . [DO NOT generate catalog]; relating to: the budget.

Analysis by the Legislative Reference Bureau

If titles are needed in the analysis, in the component bar:

For the main heading, execute: create → anal: → title: → head

For the subheading, execute: create → anal: → title: → sub

For the sub-subheading, execute: create → anal: → title: → sub-sub

For the analysis text, in the component bar:

For the text paragraph, execute: create → anal: → text

(attached)

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

SECTION #.

Analysis

EDUCATION

PRIMARY AND SECONDARY EDUCATION
= directs award

~~2005-07 fiscal biennium~~
This bill directs DPI to award grants ~~in the~~
of between \$100,000 and \$200,000 to between
school

5th and 10th school districts ~~in the 2005-07 fiscal~~

for the design, development, and
~~biennium~~ for the design, development, and
implementation of a differentiated
implementation of a differentiated compensation
for teachers fiscal biennium

program in the 2005-07 fiscal biennium. Such
program must do one or more of the
a program must do one or more of the following:

Reward teachers for learning more about
1. Reward teachers for learning more about
teaching or about the subjects they or for
teaching or about the subjects they teach or for
improving or attaining
improving or attaining additional teaching skills.
advancement

2. Provide career advancement opportunities
for who assume additional responsibilities.
for teachers who assume additional responsibilities.

3. Recruit or retain teachers in subject

there are
areas in which there are extreme teacher
shortages.

Recruit or
4. Recruit or retain teachers in schools
are difficult to staff or are low
that are difficult to staff or that are low
performance.
in pupil performance.

for improvements
5. Reward teachers for improvements
academic achievement of pupils.
in the academic achievement of pupils.

FE-SL ✓

✓

sec. # CR: 20.255(2) (dc)
20.255 (2) (dc) for differentiated
compensation Grants for differentiated
compensation programs. The amounts in the
schedule for grants to school districts for
differentiated differentiated compensation programs under
s. 115.40.

note: bud
note: bud

SEC. # CR. 115.40

115.40 Grants for differentiated compensation programs. (B)

(1) The department shall award ^{two-year} grants to between 5 and 10 school districts to design, develop, and implement a differentiated compensation program for teachers.

(1) A school district is eligible for a grant ^{development, and} for the design, development, and ^{for a grant} a differentiated ^{under} ^{under} this section ^{implementation of} additional

compensation to certain teachers for the purpose of program that provides additional compensation to certain teachers for the purpose of attaining one or more of the following purposes :

(a) Rewarding teachers for learning ^{more about} ~~more about~~ teaching ^{or} ~~or~~ ^{or} ~~about~~ the subjects they teach or for improving or attaining ^{additional} teaching skills.

(b) Providing career advancement ^{opportunities} for teachers who assume additional responsibilities.

(c) Recruiting ^{or} ~~or~~ retaining teachers in subject areas in ^{which there are} extreme teacher shortages.

(d) Recruiting ^{or} ~~or~~ retaining teachers in schools that ^{are} ~~are~~ difficult to staff ^{or} ~~or~~ that are low in ^{performance} pupil performance. Rewarding

(e) Rewarding teachers ^{for} ~~for~~ improvements in academic achievement of pupils. the academic achievement of pupils.

(B)
(2) From the appropriation under s. 20.255 (2) (d), two-year, nonrenewable
the department shall award grants of ~~at least \$100,000 and not more than \$200,000~~
under this section to at least 5 and not
more than 10 school districts. The amount of
a grant shall be at least \$100,000 and no more than
\$200,000. A school board shall submit

(B)
(3) The department shall promulgate ^{rules} to
implement and administer this section.

2005

Nonstat File Sequence: **AAA**

LRB _____ / _____

_____ : _____ : _____

NONSTAT SESSLAW

1. In the component bar:

For the action phrase, execute: **create** → **action:** → *NS: → **nonstat**

For the budget action phrase, execute: **create** → **action:** → *NS: → **91XX**

For a subsection, execute: **create** → **text:** → *NS: → **sub**

For a paragraph, execute: **create** → **text:** → *NS: → **par**

For a subdivision, execute: **create** → **text:** → *NS: → **subd**

For a subdivision paragraph, execute: **create** → **text:** → *NS: → **subpar**

2. Nonstatutory subunits are numbered automatically. Fill in the SECTION # or subsection # only if a "frozen" number is needed. Below, for the budget, fill in the 9100 department code.

SECTION # **[91** 3 7 **]**. **Nonstatutory provisions; ...**

..... public instruction.....

(#1) () CS DIFFERENTIATED... COMPENSATION... PROGRAMS...

(a) The department of public instruction shall submit in proposed form the rules required under section 115.40 of the statutes, as created by this act, to the legislative council staff under section 227.15(1) of the statutes no later than the first day of the 3rd month beginning after the effective date of this paragraph.

¶ (a) The department of public instruction shall promulgate emergency rules under section 227.24 of the statutes to implement public instruction shall promulgate the rules required under section 115.40 of the statutes, as created ~~under~~ ^{by} this act. for the period before the effective date of the rules submitted under paragraph (a). ^{Not} Notwithstanding section

227.24(1)(c) and (2) of the statutes, the
emergency rules promulgated under this
paragraph remain in effect until
or the date
July 1, 2006, or the date on which the
permanent rules take effect, whichever
occurs first. Notwithstanding section

227.24(1)(a) and (3) of the statutes, the
department is not required to provide
evidence that promulgating a rule under this
paragraph as an emergency rule is
necessary for
preservation
the preservation of public peace, health, safety,
welfare and is not required to
or welfare and is not required to provide
a finding of emergency for the rule.
a finding of emergency for the rule.

(b) The department of public instruction may not accept an application from a school board for a grant in the 2005-07 fiscal biennium under section 115.40 of the statutes, as created by this act, that is received after December 1, 2005, by the department.

(c) The department of public instruction shall award grants for the 2005-07 fiscal biennium under section 115.40 of the statutes as created by this act, by January 1, 2006.

(END)

Grant, Peter

From: Hanle, Bob
Sent: Tuesday, January 18, 2005 7:14 PM
To: Grant, Peter
Subject: RE: revised teacher compensation request

I lost my battle with the Governor's Office (I caved pretty easily). The (now annual) appropriation will have \$600,000 in FY06 and \$1.2 million in FY07. Can the language be written so that recipients will be notified by DPI of the total grant award by 1/1/06, but 1/3 will be paid out in FY06 and two-thirds paid out in FY07. The program will still sunset in on 6/30/07. Thanks.

-----Original Message-----

From: Grant, Peter [mailto:Peter.Grant@legis.state.wi.us]
Sent: Tuesday, January 18, 2005 2:48 PM
To: Hanle, Bob
Subject: RE: revised teacher compensation request

Alison
6/5/07

Are these still "two-year, nonrenewable" grants?

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Sent: Tuesday, January 18, 2005 2:33 PM
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Subject: FW: revised teacher compensation request

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<< File: Statlang Differentiated teacher compensation.doc >>

Grant, Peter

From: Hanle, Bob
Sent: Thursday, January 20, 2005 5:08 PM
To: Grant, Peter
Cc: Bergum, Alison
Subject: RE: Differentiated teacher compensation

The change of the date was unintentional. Keep it at January 31. Do the 1/3, 2/3 split. Other changes:

- ✓ It should read that no more than 20 school districts shall be awarded grants (not 5 to 10).
- ✓ Require applications to be due December 15 instead of December 1 (since awards won't be made until 1/31)
- ✓ In awarding grants, the state superintendent shall, to the extent possible, reflect a diverse group of school districts with respect to size; urban, suburban and rural; and average family income.
- ✓ Can language be added stating that the State Superintendent shall give preference to applications that provide evidence of support from district teachers (I assume you ran into problems with requiring the collective bargaining unit to sign off on the application)?
- ✓ The maximum amount of the grant should be \$100,000 (the combined amount for both years). No minimum amount should be specified.
- ✓ I noticed no date specified by when DPI must promulgate of emergency rules. The Gov's Office had recommended October 15. I assume the convention is not to specify a date, but if it isn't could the date be added?
- ✓ The Gov's Office also wanted to require school districts to submit a final report, which summarizes grant activities, to DPI by September 30, 2007.
- ✓ The appropriation/program is to sunset on June 30, 2007.

Thanks, Peter.

-----Original Message-----

From: Grant, Peter [mailto:Peter.Grant@legis.state.wi.us]
Sent: Thursday, January 20, 2005 2:50 PM
To: Bergum, Alison; Hanle, Bob
Subject: Differentiated teacher compensation

I was about to redraft LRB-1588/1 to change the date for grant awards from January 31, 2006, to January 1, 2006, and to provide that one-third of the grant will be paid in 2005-06 and the balance in 2006-07 when it occurred to me that you might have additional changes. So I'll wait to redraft until I hear from you.

Peter

Grant, Peter

From: Hanle, Bob
Sent: Thursday, January 27, 2005 4:45 PM
To: Grant, Peter
Cc: Bergum, Alison
Subject: FW: LRB Draft: 05-1588/3 Grants for differentiated teacher compensation programs



05-1588/3

To address concerns raised by the teacher's union (why we agree to ask for their input, I'll never know) could you amend the draft to include something along the following lines.

"Nothing in this grant program (under this section?) shall limit (override, interfere with?) the employer's obligation to bargain, as required under s. 111.70 (3)(a)4."

While I don't see any way that this draft could give school boards the authority to impose differentiated compensation without bargaining, WEAC wants "comfort language." They also want it to be clear that the Governor supports collective bargaining. I contacted the governor's Office and they are OK with the change (in case you care). Thanks, Peter.

-----Original Message-----

From: Frantzen, Jean [mailto:Jean.Frantzen@legis.state.wi.us]
Sent: Friday, January 21, 2005 1:16 PM
To: Hanle, Bob
Cc: Hanaman, Cathlene; Haugen, Caroline; Merry-Mason, Monica
Subject: LRB Draft: 05-1588/3 Grants for differentiated teacher compensation programs

Following is the PDF version of draft 05-1588/3.



State of Wisconsin
2005 - 2006 LEGISLATURE

LRB-1588/2

PG:lmkch

3

DOA:.....Bergum, BB0392 - Grants for differentiated teacher compensation programs

FOR 2005-07 BUDGET -- NOT READY FOR INTRODUCTION

Do NOT Gen

1

AN ACT ...; relating to: the budget.

Analysis by the Legislative Reference Bureau

EDUCATION

PRIMARY AND SECONDARY EDUCATION

This bill directs DPI to award grants of up to \$100,000 to no more than 20 school districts for the design, development, and implementation of a differentiated compensation program for teachers in the 2005-07 fiscal biennium. Such a program must base all or part of teacher salary increases on one or more of the following factors:

1. An increase in a teacher's knowledge about teaching or about the subjects he or she teaches or an improvement in a teacher's teaching skills.
2. The assumption by a teacher of additional responsibilities, including mentoring other teachers.
3. The assignment of a teacher to a grade level or subject area in which there are teacher shortages.
4. The assignment of a teacher to a school that is difficult to staff or that is low in pupil performance.

~~The bill requires both the school board and the certified representative of the collective bargaining unit representing teachers in the school district to approve the grant application.~~ The bill directs DPI to establish a competitive process for

teachers, the
awarding grants, to give preference in awarding grants to school districts in which ~~both~~ the community and *the* businesses in the community support the grant, and to make reasonable efforts in awarding grants to reflect the diversity of school districts on various factors.

For further information see the *state and local* fiscal estimate, which will be printed as an appendix to this bill.

The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:

1 SECTION 1. 20.255 (2) (dc) of the statutes is created to read:

2 20.255 (2) (dc) *Grants for differentiated compensation programs. As a biennial*

3 ~~appropriation~~ the amounts in the schedule for grants to school districts for

4 differentiated compensation programs under s. 115.40. *No moneys may be expended from this appropriation after June 30, 2007.*

***NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

5 SECTION 2. 115.40 of the statutes is created to read:

6 115.40 *Grants for differentiated compensation programs. (1) A school*

7 district is eligible for a grant under this section for the design, development, and
8 implementation of a differentiated compensation program that bases all or part of
9 teacher salary increases on one or more of the following factors:

10 (a) An increase in a teacher's knowledge about teaching or about the subjects
11 he or she teaches or an improvement in a teacher's teaching skills.

12 (b) The assumption by a teacher of additional leadership responsibilities,
13 including mentoring other teachers.

14 (c) The assignment of a teacher to a grade level or subject area in which there
15 are teacher shortages.

16 (d) The assignment of a teacher to a school that is difficult to staff or that is low
17 in pupil performance.

(2) From the appropriation under s. 20.255 (2) (dc), ~~during the 2005-07 fiscal~~
~~biennium~~ the department shall award two-year, nonrenewable grants under this
section to no more than 20 school districts. The amount of a grant ^{may not exceed} ~~shall be no more~~
~~than~~ \$100,000. ~~Both the school board and the certified representative of a collective~~
~~bargaining unit representing teachers in the school district shall approve the~~
~~application for a grant.~~

(3) Within 90 days ^{after} ~~of~~ the end of the grant period, each school board receiving
a grant under this section shall submit to the department a report that summarizes
the activities funded by the grant.

(4) The department shall do all of the following:

(a) Award grants under this section in a competitive process based on criteria
designed by the department.

(b) In awarding grants, give preference to school districts that demonstrate the
support of the ^{teachers employed by the school district, the} community and businesses in the community.

(c) In awarding grants, make all reasonable efforts to reflect the diversity of
school districts in size of enrollment, ethnicity, location, family income, and density
of population.

(d) Promulgate rules to implement and administer this section.

SECTION 9137. Nonstatutory provisions; public instruction.

(1) DIFFERENTIATED COMPENSATION PROGRAMS.

(a) The department of public instruction shall promulgate emergency rules
under section 227.24 of the statutes to implement section 115.40 of the statutes, as
created by this act. Notwithstanding section 227.24 (1) (c) and (2) of the statutes, the
emergency rules promulgated under this paragraph remain in effect until July 1,
2006, or the date on which the permanent rules take effect, whichever occurs first.

, by October 15, 2005

1 Notwithstanding section 227.24 (1) (a) and (3) of the statutes, the department is not
2 required to provide evidence that promulgating a rule under this paragraph as an
3 emergency rule is necessary for the preservation of public peace, health, safety, or
4 welfare and is not required to provide a finding of emergency for the rule.

5 (b) The department of public instruction may not accept an application from
6 a school board for a grant in the 2005-07 fiscal biennium under section 115.40 of the
7 statutes, as created by this act, that is received by the department after December
8 15, 2005.

9 (c) The department of public instruction shall award grants for the 2005-07
10 fiscal biennium under section 115.40 of the statutes, as created by this act, by
11 January 31, 2006.

12 (END)

The department shall pay ^{one-third} ~~one-third~~
of the grant in the 2005-06 fiscal
year and ~~two-thirds~~ ^{one-third} of the grant
in the 2006-07 fiscal year.

2005 - 2006 LEGISLATURE

LRB-1588/3

PG:lmk:jf

TWLj

DOA:.....Bergum, BB0392 - Grants for differentiated teacher compensation programs ✓

FOR 2005-07 BUDGET -- NOT READY FOR INTRODUCTION ✓

Today
please

Do Not Gen
1 AN ACT ...; relating to: the budget. ✓

Analysis by the Legislative Reference Bureau

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PRIMARY AND SECONDARY EDUCATION

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1. An increase in a teacher's knowledge about teaching or about the subjects he or she teaches or an improvement in a teacher's teaching skills.
2. The assumption by a teacher of additional responsibilities, including mentoring other teachers.
3. The assignment of a teacher to a grade level or subject area in which there are teacher shortages.
4. The assignment of a teacher to a school that is difficult to staff or that is low in pupil performance.

The bill directs DPI to establish a competitive process for awarding grants, to give preference in awarding grants to school districts in which the teachers, the community, and the businesses in the community support the grant, and to make

reasonable efforts in awarding grants to reflect the diversity of school districts on various factors.

For further information see the *state and local* fiscal estimate, which will be printed as an appendix to this bill.

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1 **SECTION 1.** 20.255 (2) (dc) of the statutes is created to read:

2 20.255 (2) (dc) *Grants for differentiated compensation programs.* The amounts
3 in the schedule for grants to school districts for differentiated compensation
4 programs under s. 115.40. No moneys may be expended from this appropriation after
5 June 30, 2007.

 ***NOTE: This SECTION involves a change in an appropriation that must be reflected in the revised schedule in s. 20.005, stats.

6 **SECTION 2.** 115.40 of the statutes is created to read:

7 **115.40 Grants for differentiated compensation programs. (1)** During
8 the 2005–07 fiscal biennium, a school district is eligible for a grant under this section
9 for the design, development, and implementation of a differentiated compensation
10 program that bases all or part of teacher salary increases on one or more of the
11 following factors:

12 (a) An increase in a teacher's knowledge about teaching or about the subjects
13 he or she teaches or an improvement in a teacher's teaching skills.

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15 including mentoring other teachers.

16 (c) The assignment of a teacher to a grade level or subject area in which there
17 are teacher shortages.

18 (d) The assignment of a teacher to a school that is difficult to staff or that is low
19 in pupil performance.

1 (2) From the appropriation under s. 20.255 (2) (dc), the department shall award
2 two-year, nonrenewable grants under this section to no more than 20 school
3 districts. The amount of a grant may not exceed \$100,000.

4 (3) Within 90 days after the end of the grant period, each school board receiving
5 a grant under this section shall submit to the department a report that summarizes
6 the activities funded by the grant.

7 (4) The department shall do all of the following:

8 (a) Award grants under this section in a competitive process based on criteria
9 designed by the department.

10 (b) In awarding grants, give preference to school districts that demonstrate the
11 support of the teachers employed by the school district, the community, and the
12 businesses in the community.

13 (c) In awarding grants, make all reasonable efforts to reflect the diversity of
14 school districts in size of enrollment, ethnicity, location, family income, and density
15 of population.

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17 **SECTION 9137. Nonstatutory provisions; public instruction.**

18 (1) DIFFERENTIATED COMPENSATION PROGRAMS.

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20 under section 227.24 of the statutes to implement section 115.40 of the statutes, as
21 created by this act, by October 15, 2005. Notwithstanding section 227.24 (1) (c) and
22 (2) of the statutes, the emergency rules promulgated under this paragraph remain
23 in effect until July 1, 2006, or the date on which the permanent rules take effect,
24 whichever occurs first. Notwithstanding section 227.24 (1) (a) and (3) of the statutes,
25 the department is not required to provide evidence that promulgating a rule under

3-16 →

1 this paragraph as an emergency rule is necessary for the preservation of public
2 peace, health, safety, or welfare and is not required to provide a finding of emergency
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5 a school board for a grant in the 2005–07 fiscal biennium under section 115.40 of the
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7 15, 2005.

8 (c) The department of public instruction shall award grants for the 2005–07
9 fiscal biennium under section 115.40 of the statutes, as created by this act, by
10 January 31, 2006. The department shall pay one-third of the grant in the 2005–06
11 fiscal year and two-thirds of the grant in the 2006–07 fiscal year.

12 (END)

3-16

§ (5) ^(B) This section does not ^{affect} ~~change~~ ~~the~~
a school ~~to~~ district's duty ^{to}
bargain with the employees collective
bargaining ^{representative} representative over ~~any~~
~~proposal~~ wages, hours, and conditions
of employment



State of Wisconsin
2005 - 2006 LEGISLATURE

LRB-1588/4
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DOA:.....Bergum, BB0392 - Grants for differentiated teacher compensation programs

FOR 2005-07 BUDGET -- NOT READY FOR INTRODUCTION

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14 school districts in size of enrollment, ethnicity, location, family income, and density
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17 (5) This section does not affect a school district's duty to bargain with the
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